



Lampiran 1
PENGANTAR KUESIONER



PERBEDAAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)* PADA KARYAWAN TETAP DAN KARYAWAN TIDAK TETAP (STUDI KASUS PADA UNIVERSITAS MUHAMMADIYAH JEMBER)

Kepada:
Yth. Bapak/Ibu?Sdr Responden
Di tempat

Dengan hormat,

Kuesioner ini ditujukan untuk responden guna memperoleh data yang akan dipergunakan untuk penulisan tugas akhir (skripsi) sebagai salah satu syarat untuk memperoleh gelar sarjana. Adapun judul skripsi yang saya buat yaitu **“Perbedaan Organizational Citizenship Behavior (OCB) Pada Karyawan Tetap dan Karyawan Tidak Tetap”**. Dengan segenap kerendahan hati, saya memohon kesediaan Bapak/Ibu untuk bersedia meluangkan waktu mengisi kuesioner ini dengan jujur dan apa adanya.

Informasi yang Bapak/Ibu berikan hanya digunakan untuk kepentingan terbatas, dalam artian hanya diperlukan untuk penelitian ini saja. Peneliti menjamin rahasia pribadi juga jawaban Bapak/Ibu dalam memberikan kebenaran data pada peneliti.

Atas bantuan dan kerjasamanya Bapak/Ibu/Saudara saya ucapkan terimakasih.

Hormat saya,

WAHYUNI NUR FADILAH
NIM 1510411212

KUESIONER PENELITIAN
PERBEDAAN ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) PADA
KARYAWAN TETAP DAN KARYAWAN TIDAK TETAP

Nama (inisial) :
 Status Karyawan : Karyawan Tetap / Karyawan Tidak Tetap

Keterangan cara pengisian :

Berilah tanda \surd untuk setiap pertanyaan ini sesuai dengan kenyataan pada kolom :

1. Sangat Setuju (SS) 2. Setuju (S) 3. Tidak Setuju (TS) 4. Sangat Tidak Setuju (STS)

N O	PERNYATAAN	PENILAIAN			
		SS	S	TS	STS
A.	Altruism (Membantu Rekan Kerja)				
1.	Saya dengan senang hati membantu teman kerja yang membutuhkan bantuan tanpa mengharapkan imbalan				
2.	Membantu teman yang sakit dan menyelesaikan pekerjaannya				
3.	Membantu proses orientasi karyawan baru meskipun tidak diminta				
	TOTAL				
B.	Conscientiousness (Perilaku Melebihi Tugas)				
1.	Saya merasa puas menyerahkan laporan kerja lebih awal dari yang ditentukan				
2.	Tiba lebih awal sehingga siap bekerja saat jadwal kerja dimulai				
3.	Saya berani mengambil resiko untuk bertanggung jawab dan melaksanakan hasil keputusan rapat bersama				
	TOTAL				
C.	Sportmanship (Mudah Beradaptasi Tanpa Keluhan)				
1.	saya mudah beradaptasi dengan perubahan yang terjadi dalam organisasi				
2.	Saya tidak pernah mengeluh tentang tugas dan kebijakan perusahaan				

3.	Jika perusahaan memberlakukan kebijakan baru dan tidak sesuai dengan pendapat saya, saya akan menyesuaikan diri dan melaksanakan kebijakan tersebut				
	TOTAL				
D. Courtesy (Menjaga Hubungan Kerja)					
1.	Menjaga dan mengikuti pengumuman-pengumuman organisasi				
2.	Saya pernah mengingatkan teman saya agar tidak lupa menyelesaikan tugasnya				
3.	Saya pernah mengajak teman untuk sharing mengenai kendala atau masalah yang dihadapi dalam menyelesaikan tugasnya				
	TOTAL				
E. Civic Virtue (Bertanggung Jawab)					
1.	Saya selalu mengikuti kegiatan-kegiatan yang diadakan di organisasi saya				
2.	Mempunyai rasa memiliki pada perusahaan dimana saya bekerja				
3.	Menginginkan adanya kemajuan bagi perusahaan				
	TOTAL				



LAMPIRAN 2
REKAPITULASI DATA JAWABAN
RESPONDEN

Lampiran 2

Rekapitulasi Data Jawaban Responden

No	X1.1	X1.2	X1.3	X1	X2.1	X2.2	X2.3	X2
1.	4	4	1	9	2	4	2	8
2.	3	3	3	9	3	3	3	9
3.	3	3	3	9	4	3	3	10
4.	3	3	3	9	4	3	3	10
5.	3	3	3	9	4	3	3	10
6.	3	3	3	9	3	4	3	10
7.	3	3	3	9	3	3	3	9
8.	4	3	3	10	4	3	3	10
9.	3	3	3	9	3	3	3	9
10.	4	4	4	12	4	3	3	10
11.	3	3	3	9	3	3	3	9
12.	4	3	3	10	3	3	3	9
13.	3	3	3	9	3	3	3	9
14.	3	3	3	9	3	3	3	9
15.	3	3	3	9	3	3	3	9
16.	3	3	2	8	3	3	3	9
17.	4	4	1	9	3	4	3	10
18.	4	3	3	10	3	3	3	9
19.	4	3	3	10	3	3	2	8
20.	4	4	4	12	4	4	4	12
21.	3	3	3	9	3	3	3	9
22.	3	3	3	9	3	3	3	9
23.	4	3	4	11	4	3	2	9
24.	3	3	2	8	3	3	3	9
25.	4	3	3	10	3	4	3	10
26.	3	3	2	8	3	3	3	9
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28.	3	3	3	9	3	3	3	9
29.	3	3	2	8	3	3	3	9
30.	4	4	3	11	4	2	3	9

31.	3	3	2	8	4	4	2	10
32.	4	4	3	11	3	3	1	7
33.	3	3	3	9	3	3	1	7
34.	3	3	3	9	3	3	1	7
35.	3	3	3	9	4	4	3	11
36.	3	3	3	9	3	3	3	9
37.	4	3	2	9	3	3	3	9
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39.	3	3	3	9	4	4	3	11
40.	3	3	2	8	4	3	3	10
41.	4	4	4	12	3	3	3	9
42.	2	3	3	8	4	4	3	11
43.	3	3	2	8	4	3	3	10
44.	3	3	3	9	3	3	3	9
45.	3	3	3	9	4	3	3	10
46.	3	3	3	9	4	3	3	10
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50.	4	3	3	10	4	3	3	10
51.	3	3	2	8	3	3	3	9
52.	4	3	3	10	3	4	3	10
53.	3	3	3	9	3	3	2	8
54.	3	3	3	9	4	4	3	11
55.	4	4	4	12	3	3	3	9
56.	2	3	3	8	4	4	3	11
57.	4	3	2	9	3	3	3	9
58.	4	3	4	11	3	3	3	9
59.	4	3	3	10	3	3	3	9
60.	4	3	3	10	3	3	2	8
61.	3	3	3	9	3	3	3	9
62.	3	3	3	9	3	3	3	9
63.	3	3	2	8	3	3	3	9
64.	4	4	3	11	4	2	3	9
65.	4	4	4	12	3	3	3	9

66.	2	3	3	8	4	4	3	11
67.	4	4	1	9	2	4	2	8
68.	3	3	3	9	3	3	3	9
69.	3	3	3	9	3	3	3	9
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71.	3	3	2	8	3	3	3	9
72.	4	4	1	9	3	4	3	10
73.	4	3	3	10	3	3	3	9
74.	4	3	3	10	3	3	2	8
75.	4	4	4	12	4	4	4	12
76.	3	3	2	8	4	4	2	10
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98.	3	3	3	9	3	3	3	9
99.	4	3	4	11	4	3	2	9
100.	3	3	2	8	3	3	3	9

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103.	3	3	3	9	3	3	3	9
104.	3	3	2	8	3	3	3	9
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106.	4	3	3	10	3	3	3	9
107.	4	3	3	10	3	3	2	8
108.	3	3	2	8	4	3	3	10
109.	4	4	4	12	3	3	3	9
110.	2	3	3	8	4	4	3	11
111.	3	3	2	8	4	3	3	10
112.	3	3	3	9	3	3	3	9
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126.	3	3	2	8	3	3	3	9
127.	3	3	3	9	3	3	3	9
128.	4	3	3	10	3	3	3	9
129.	3	3	3	9	3	3	3	9
130.	3	3	3	9	3	3	3	9
131.	3	3	3	9	3	3	3	9
132.	3	3	2	8	3	3	3	9
133.	3	3	3	9	3	3	3	9
134.	3	3	3	9	4	3	3	10

135.	3	3	3	9	4	3	3	10
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137.	3	3	3	9	3	3	3	9
138.	3	3	3	9	4	3	3	10
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143.	3	3	3	9	3	3	3	9
144.	4	3	4	11	4	3	2	9
145.	3	3	2	8	3	3	3	9
146.	3	3	3	9	4	3	3	10

No	X3.1	X3.2	X3.3	X3	X4.1	X4.2	X4.3	X4
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2.	3	3	3	9	3	3	3	9
3.	3	3	3	9	3	3	3	9
4.	3	3	3	9	3	3	3	9
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11.	3	3	3	9	3	3	3	9
12.	3	3	3	9	3	3	3	9
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14.	3	3	3	9	3	3	3	9
15.	3	3	3	9	3	3	3	9
16.	3	3	3	9	3	3	3	9
17.	3	3	3	9	3	3	4	10
18.	3	2	3	8	2	3	3	8
19.	3	3	3	9	3	3	3	9

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22.	3	3	3	9	3	3	3	9
23.	3	4	3	10	3	3	4	10
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26.	3	3	3	9	3	2	2	7
27.	3	3	3	9	4	4	4	12
28.	3	3	4	10	3	3	3	9
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30.	3	3	3	9	3	3	3	9
31.	3	3	3	9	2	3	3	8
32.	3	3	3	9	3	3	4	10
33.	2	3	3	8	3	3	3	9
34.	2	3	3	8	3	3	3	9
35.	4	3	3	10	3	4	4	11
36.	3	3	3	9	3	3	3	9
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38.	3	3	3	9	3	3	3	9
39.	3	3	3	9	3	4	3	10
40.	3	3	3	9	3	3	3	9
41.	4	3	3	10	4	3	4	11
42.	2	3	3	8	3	4	3	10
43.	4	2	3	9	4	3	3	10
44.	3	3	3	9	3	3	3	9
45.	3	3	3	9	3	3	3	9
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55.	4	3	3	10	4	3	4	11
56.	2	3	2	7	3	4	3	10
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66.	2	3	2	7	3	4	3	10
67.	3	4	4	11	3	3	3	9
68.	3	3	3	9	3	3	3	9
69.	3	3	3	9	4	4	4	12
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71.	3	3	3	9	3	3	3	9
72.	3	3	3	9	3	3	4	10
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96.	4	4	4	12	4	3	3	10
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99.	3	4	3	10	3	3	4	10
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116.	3	2	3	8	2	3	3	8
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123.	3	3	3	9	3	3	3	9
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127.	3	3	3	9	3	3	3	9
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139.	3	3	3	9	3	3	3	9
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141.	4	4	4	12	4	3	3	10
142.	3	2	3	8	3	3	3	9
143.	3	3	3	9	3	3	3	9
144.	3	4	3	10	3	3	4	10
145.	3	3	3	9	3	3	3	9
146.	3	3	3	9	3	3	3	9

No	X5.1	X5.2	X5.3	X5
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3.	3	3	3	9
4.	3	3	3	9
5.	3	3	3	9
6.	3	3	3	9
7.	3	3	3	9
8.	3	3	3	9
9.	3	3	3	9

10.	3	3	3	9
11.	3	3	3	9
12.	3	3	3	9
13.	3	3	3	9
14.	3	3	3	9
15.	3	3	3	9
16.	3	3	3	9
17.	3	3	3	9
18.	3	3	3	9
19.	3	3	3	9
20.	3	3	4	10
21.	3	3	3	9
22.	3	3	3	9
23.	3	4	4	11
24.	3	3	3	9
25.	3	3	3	9
26.	2	3	3	8
27.	3	3	4	10
28.	3	3	4	10
29.	3	3	3	9
30.	2	3	3	8
31.	4	4	4	12
32.	3	4	3	10
33.	3	3	3	9
34.	3	3	3	9
35.	3	3	4	10
36.	3	3	3	9
37.	3	3	4	10
38.	3	3	4	10
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41.	3	4	4	11
42.	3	3	3	9
43.	3	3	3	9
44.	3	3	3	9

45.	3	3	3	9
46.	3	3	3	9
47.	3	3	3	9
48.	3	3	3	9
49.	3	3	3	9
50.	3	3	3	9
51.	3	3	3	9
52.	3	3	3	9
53.	3	3	3	9
54.	3	3	4	10
55.	3	4	4	11
56.	3	3	3	9
57.	3	3	4	10
58.	3	3	4	10
59.	3	3	3	9
60.	3	3	3	9
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62.	3	3	4	10
63.	3	3	3	9
64.	2	3	3	8
65.	3	4	4	11
66.	3	3	3	9
67.	3	4	4	11
68.	3	3	3	9
69.	3	4	4	11
70.	3	3	4	10
71.	3	3	3	9
72.	3	3	3	9
73.	3	3	3	9
74.	3	3	3	9
75.	3	3	4	10
76.	4	4	4	12
77.	3	4	3	10
78.	3	3	3	9
79.	3	3	3	9

80.	3	3	3	9
81.	3	3	3	9
82.	3	3	3	9
83.	3	3	3	9
84.	3	3	3	9
85.	3	4	4	11
86.	3	3	3	9
87.	3	3	3	9
88.	3	3	4	10
89.	3	3	3	9
90.	3	3	3	9
91.	3	3	3	9
92.	3	3	3	9
93.	3	3	3	9
94.	3	3	3	9
95.	3	3	3	9
96.	3	3	4	10
97.	3	3	3	9
98.	3	3	3	9
99.	3	4	4	11
100.	3	3	3	9
101.	3	3	3	9
102.	3	3	3	9
103.	3	3	3	9
104.	3	3	3	9
105.	3	3	3	9
106.	3	3	3	9
107.	3	3	3	9
108.	3	2	3	8
109.	3	4	4	11
110.	3	3	3	9
111.	3	3	3	9
112.	3	3	3	9
113.	3	3	3	9
114.	3	3	3	9

115.	3	3	3	9
116.	3	3	3	9
117.	3	3	3	9
118.	3	3	4	10
119.	3	3	3	9
120.	3	3	3	9
121.	3	3	3	9
122.	3	3	3	9
123.	3	3	3	9
124.	3	3	3	9
125.	3	3	3	9
126.	3	3	3	9
127.	3	3	3	9
128.	3	3	3	9
129.	3	3	3	9
130.	3	3	3	9
131.	3	3	3	9
132.	3	3	3	9
133.	3	3	3	9
134.	3	3	3	9
135.	3	3	3	9
136.	3	3	3	9
137.	3	3	3	9
138.	3	3	3	9
139.	3	3	3	9
140.	3	3	3	9
141.	3	3	4	10
142.	3	3	3	9
143.	3	3	3	9
144.	3	4	4	11
145.	3	3	3	9
146.	3	3	3	9



Lampiran 3 HASIL UJI VALIDITAS

Correlations

		Correlations			
		x1.1	x1.2	x1.3	Total_x1
x1.1	Pearson Correlation	1	,549**	,201*	,775**
	Sig. (2-tailed)		,000	,015	,000
	N	146	146	146	146
x1.2	Pearson Correlation	,549**	1	,097	,643**
	Sig. (2-tailed)	,000		,244	,000
	N	146	146	146	146
x1.3	Pearson Correlation	,201*	,097	1	,716**
	Sig. (2-tailed)	,015	,244		,000
	N	146	146	146	146
Total_x1	Pearson Correlation	,775**	,643**	,716**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	146	146	146	146

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

CORRELATIONS
/VARIABLES=x2.1 x2.2 x2.3 Total_x2
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

Correlations

		Correlations			
		x2.1	x2.2	x2.3	Total_x2
x2.1	Pearson Correlation	1	,162	,193*	,698**
	Sig. (2-tailed)		,051	,020	,000
	N	146	146	146	146
x2.2	Pearson Correlation	,162	1	,138	,586**
	Sig. (2-tailed)	,051		,097	,000
	N	146	146	146	146
x2.3	Pearson Correlation	,193*	,138	1	,705**

	Sig. (2-tailed)	,020	,097		,000
	N	146	146	146	146
	Pearson Correlation	,698**	,586**	,705**	1
Total_x2	Sig. (2-tailed)	,000	,000	,000	
	N	146	146	146	146

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

CORRELATIONS

/VARIABLES=x3.1 x3.2 x3.3 Total_x3

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

Correlations

		x3.1	x3.2	x3.3	Total_x3
x3.1	Pearson Correlation	1	,205*	,274**	,709**
	Sig. (2-tailed)		,013	,001	,000
	N	146	146	146	146
x3.2	Pearson Correlation	,205*	1	,240**	,711**
	Sig. (2-tailed)	,013		,004	,000
	N	146	146	146	146
x3.3	Pearson Correlation	,274**	,240**	1	,684**
	Sig. (2-tailed)	,001	,004		,000
	N	146	146	146	146
Total_x3	Pearson Correlation	,709**	,711**	,684**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	146	146	146	146

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

CORRELATIONS

/VARIABLES=x4.1 x4.2 x4.3 Total_x4

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

		Correlations			
		x4.1	x4.2	x4.3	Total_x4
x4.1	Pearson Correlation	1	,144	,320**	,715**
	Sig. (2-tailed)		,082	,000	,000
	N	146	146	146	146
x4.2	Pearson Correlation	,144	1	,356**	,657**
	Sig. (2-tailed)	,082		,000	,000
	N	146	146	146	146
x4.3	Pearson Correlation	,320**	,356**	1	,778**
	Sig. (2-tailed)	,000	,000		,000
	N	146	146	146	146
Total_x4	Pearson Correlation	,715**	,657**	,778**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	146	146	146	146

** . Correlation is significant at the 0.01 level (2-tailed).

CORRELATIONS

/VARIABLES=X5.1 X5.2 X5.3 Total_x5

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

		Correlations			
		X5.1	X5.2	X5.3	Total_x5
X5.1	Pearson Correlation	1	,230**	,200*	,475**
	Sig. (2-tailed)		,005	,015	,000
	N	146	146	146	146
X5.2	Pearson Correlation	,230**	1	,547**	,833**
	Sig. (2-tailed)	,005		,000	,000
	N	146	146	146	146
X5.3	Pearson Correlation	,200*	,547**	1	,870**
	Sig. (2-tailed)	,015	,000		,000
	N	146	146	146	146
Total_x5	Pearson Correlation	,475**	,833**	,870**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	146	146	146	146



LAMPIRAN 4
HASIL UJI RELIABILITAS

Lampiran 4

Hasil Uji Reliabilitas

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	146	100,0
	Excluded ^a	0	,0
	Total	146	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,773	4

RELIABILITY

/VARIABLES=x2.1 x2.2 x2.3 Total_x2

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA.

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	146	100,0
	Excluded ^a	0	,0
	Total	146	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,749	4

RELIABILITY
 /VARIABLES=x3.1 x3.2 x3.3 Total_x3
 /SCALE('ALL VARIABLES') ALL
 /MODEL=ALPHA.

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	146	100,0
	Excluded ^a	0	,0
	Total	146	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,774	4

RELIABILITY
 /VARIABLES=x4.1 x4.2 x4.3 Total_x4
 /SCALE('ALL VARIABLES') ALL
 /MODEL=ALPHA.

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	146	100,0
	Excluded ^a	0	,0
	Total	146	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,784	4

RELIABILITY

/VARIABLES=X5.1 X5.2 X5.3 Total_x5

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA.

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	146	100,0
	Excluded ^a	0	,0
	Total	146	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,800	4



LAMPIRAN 5
DISTRIBUSI FREKUENSI JAWABAN
RESPONDEN

Lampiran 5
Distribusi Frekuensi Jawaban Responden

Statistics

		x1.1	x1.2	x1.3	x2.1	x2.2	x2.3	x3.1
N	Valid	146	146	146	146	146	146	146
	Missing	0	0	0	0	0	0	0

Statistics

		x3.2	x3.3	x4.1	x4.2	x4.3	X5.1	X5.2
N	Valid	146	146	146	146	146	146	146
	Missing	0	0	0	0	0	0	0

Statistics

		X5.3	
N	Valid	146	
	Missing	0	

1. Altruism

Frequency Table

x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	2,7	2,7	2,7
	S	95	65,1	65,1	67,8
	SS	47	32,2	32,2	100,0
	Total	146	100,0	100,0	

x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	126	86,3	86,3	86,3
	SS	20	13,7	13,7	100,0
	Total	146	100,0	100,0	

x1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	5	3,4	3,4	3,4
TS	22	15,1	15,1	18,5
Valid S	102	69,9	69,9	88,4
SS	17	11,6	11,6	100,0
Total	146	100,0	100,0	

2. Conscientiousness

x2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	1,4	1,4	1,4
Valid S	99	67,8	67,8	69,2
SS	45	30,8	30,8	100,0
Total	146	100,0	100,0	

x2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	1,4	1,4	1,4
Valid S	120	82,2	82,2	83,6
SS	24	16,4	16,4	100,0
Total	146	100,0	100,0	

x2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	5	3,4	3,4	3,4
TS	15	10,3	10,3	13,7
Valid S	121	82,9	82,9	96,6
SS	5	3,4	3,4	100,0
Total	146	100,0	100,0	

3. Sportmanship

x3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	10	6,8	6,8	6,8
S	122	83,6	83,6	90,4
SS	14	9,6	9,6	100,0
Total	146	100,0	100,0	

x3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	15	10,3	10,3	10,3
S	120	82,2	82,2	92,5
SS	11	7,5	7,5	100,0
Total	146	100,0	100,0	

x3.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	5	3,4	3,4	3,4
S	127	87,0	87,0	90,4
SS	14	9,6	9,6	100,0
Total	146	100,0	100,0	

4. Courtesy

x4.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	7	4,8	4,8	4,8
S	125	85,6	85,6	90,4
SS	14	9,6	9,6	100,0
Total	146	100,0	100,0	

x4.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	1,4	1,4	1,4
S	131	89,7	89,7	91,1
SS	13	8,9	8,9	100,0
Total	146	100,0	100,0	

x4.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	,7	,7	,7
S	126	86,3	86,3	87,0
SS	19	13,0	13,0	100,0
Total	146	100,0	100,0	

5. Civic Virtue

X5.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	3	2,1	2,1	2,1
S	141	96,6	96,6	98,6
SS	2	1,4	1,4	100,0
Total	146	100,0	100,0	

X5.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	1,4	1,4	1,4
S	128	87,7	87,7	89,0
SS	16	11,0	11,0	100,0
Total	146	100,0	100,0	

X5.3

	Frequency	Percent	Valid Percent	Cumulative Percent
S	115	78,8	78,8	78,8
Valid SS	31	21,2	21,2	100,0
Total	146	100,0	100,0	





LAMPIRAN 6
HASIL UJI STATISTIK DESKRIPTIF

Lampiran 6
Uji Statistik Deskriptif

1. Altruism

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
X1.1	146	2	2	4	481	3,29	,043
X1.2	146	1	3	4	458	3,14	,029
X1.3	146	3	1	4	423	2,90	,052
ALTRUISM	146	4	8	12	1362	9,33	,089
Valid N (listwise)	146						

Descriptive Statistics

	Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
X1.1	,514	,264	,278	,201	-,637	,399
X1.2	,345	,119	2,134	,201	2,587	,399
X1.3	,629	,396	-,761	,201	1,706	,399
ALTRUISM	1,071	1,146	1,156	,201	,863	,399
Valid N (listwise)						

DESCRIPTIVES VARIABLES=X2.1 X2.2 X2.3 TOTAL_X2

/STATISTICS=MEAN SUM STDDEV VARIANCE RANGE MIN MAX SEMEAN KURTOSIS SKEWNESS.

2. Conscientiousness

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic
X2.1	146	2	2	4	481	3,29
X2.2	146	2	2	4	460	3,15
X2.3	146	3	1	4	418	2,86
CONSCIENTIOUSNESS	146	5	7	12	1359	9,31
Valid N (listwise)	146					

Descriptive Statistics

	Mean	Std. Deviation	Variance	Skewness		Kurtosis
	Std. Error	Statistic	Statistic	Statistic	Std. Error	Statistic
	X2.1	,040	,487	,237	,542	,201
X2.2	,033	,396	,156	1,271	,201	1,652
X2.3	,042	,507	,257	-1,842	,201	5,314
CONSCIENTIOUSNESS	,077	,929	,863	,550	,201	1,808
Valid N (listwise)						

Descriptive Statistics

	Kurtosis
	Std. Error
X2.1	,399
X2.2	,399
X2.3	,399
CONSCIENTIOUSNESS	,399
Valid N (listwise)	

DESCRIPTIVES VARIABLES=X3.1 X3.2 X3.3 TOTAL_X3

/STATISTICS=MEAN SUM STDDEV VARIANCE RANGE MIN MAX SEMEAN KURTOSIS
SKEWNESS

3. Sportmanship

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
X3.1	146	2	2	4	442	3,03	,034
X3.2	146	2	2	4	434	2,97	,035
X3.3	146	2	2	4	447	3,06	,030
SPORTMANSHIP	146	5	7	12	1323	9,06	,069
Valid N (listwise)	146						

Descriptive Statistics

	Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
X3.1	,406	,165	,213	,201	3,204	,399
X3.2	,423	,179	-,173	,201	2,726	,399
X3.3	,357	,127	,856	,201	4,580	,399
SPORTMANSHIP	,832	,693	1,266	,201	4,321	,399
Valid N (listwise)						

DESCRIPTIVES VARIABLES=X4.1 X4.2 X4.3 TOTAL_X4

/STATISTICS=MEAN SUM STDDEV VARIANCE RANGE MIN MAX SEMEAN KURTOSIS SKEWNESS.

4. Courtesy

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
X4.1	146	2	2	4	445	3,05	,031
X4.2	146	2	2	4	449	3,08	,026
X4.3	146	2	2	4	456	3,12	,029
COURTESY	146	9	3	12	1319	9,03	,113
Valid N (listwise)	146						

Descriptive Statistics

	Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
X4.1	,378	,143	,521	,201	3,996	,399
X4.2	,313	,098	1,770	,201	6,104	,399
X4.3	,350	,123	1,816	,201	3,077	,399
COURTESY	1,362	1,854	-2,672	,201	11,599	,399
Valid N (listwise)						

DESCRIPTIVES VARIABLES=X5.1 X5.2 X5.3 TOTAL_X5

/STATISTICS=MEAN SUM STDDEV VARIANCE RANGE MIN MAX SEMEAN KURTOSIS
SKEWNESS.

5. Civic virtue

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
X5.1	146	2	2	4	437	2,99	,015
X5.2	146	2	2	4	452	3,10	,028
X5.3	146	1	3	4	469	3,21	,034
CIVIC VIRTUE	146	4	8	12	1358	9,30	,060
Valid N (listwise)	146						

Descriptive Statistics

	Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
X5.1	,186	,034	-,982	,201	27,088	,399
X5.2	,339	,115	1,630	,201	4,337	,399
X5.3	,410	,168	1,422	,201	,021	,399
CIVIC VIRTUE	,727	,529	1,646	,201	2,730	,399
Valid N (listwise)						



LAMPIRAN 7
HASIL UJI INDEPENDENT SAMPLE T-
TEST

Lampiran 7
Hasil Uji Independen Sample T-Test

Group Statistics

	KARYAWAN	N	Mean	Std. Deviation	Std. Error Mean
X1.1	TETAP	73	3,29	,565	,066
	TIDAK TETAP	73	3,30	,462	,054
X1.2	TETAP	73	3,14	,346	,041
	TIDAK TETAP	73	3,14	,346	,041
X1.3	TETAP	73	2,86	,673	,079
	TIDAK TETAP	73	2,93	,585	,068
ALTRUISM	TETAP	73	3,10	,340	,040
	TIDAK TETAP	73	3,12	,374	,044

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means	
		F	Sig.	t	df
X1.1	Equal variances assumed	2,929	,089	-,160	144
	Equal variances not assumed			-,160	138,568
X1.2	Equal variances assumed	,000	1,000	,000	144
	Equal variances not assumed			,000	144,000
X1.3	Equal variances assumed	1,034	,311	-,656	144
	Equal variances not assumed			-,656	141,264
ALTRUISM	Equal variances assumed	,752	,387	-,461	144
	Equal variances not assumed			-,461	142,672

Independent Samples Test

		t-test for Equality of Means		
		Sig. (2-tailed)	Mean Difference	Std. Error Difference
X1.1	Equal variances assumed	,873	-,014	,085
	Equal variances not assumed	,873	-,014	,085

X1.2	Equal variances assumed	1,000	,000	,057
	Equal variances not assumed	1,000	,000	,057
X1.3	Equal variances assumed	,513	-,068	,104
	Equal variances not assumed	,513	-,068	,104
ALTRUISM	Equal variances assumed	,646	-,027	,059
	Equal variances not assumed	,646	-,027	,059

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
X1.1	Equal variances assumed	-,182	,155
	Equal variances not assumed	-,183	,155
X1.2	Equal variances assumed	-,113	,113
	Equal variances not assumed	-,113	,113
X1.3	Equal variances assumed	-,275	,138
	Equal variances not assumed	-,275	,138
ALTRUISM	Equal variances assumed	-,144	,090
	Equal variances not assumed	-,144	,090

T-TEST GROUPS=STATUS(1 2)
 /MISSING=ANALYSIS
 /VARIABLES=X1.1 X1.2 X1.3 X1
 /CRITERIA=CI(.95).

T-Test

Group Statistics

		N	Mean	Std. Deviation	Std. Error Mean
X1.1	KARYAWAN TETAP	73	3,29	,565	,066
	TIDAK TETAP	73	3,30	,462	,054
X1.2	TETAP	73	3,14	,346	,041
	TIDAK TETAP	73	3,14	,346	,041
X1.3	TETAP	73	2,86	,673	,079
	TIDAK TETAP	73	2,93	,585	,068
ALTRUISM	TETAP	73	9,29	1,020	,119
	TIDAK TETAP	73	9,37	1,124	,132

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means	
		F	Sig.	t	df
X1.1	Equal variances assumed	2,929	,089	-,160	144
	Equal variances not assumed			-,160	138,568
X1.2	Equal variances assumed	,000	1,000	,000	144
	Equal variances not assumed			,000	144,000
X1.3	Equal variances assumed	1,034	,311	-,656	144
	Equal variances not assumed			-,656	141,264
ALTRUISM	Equal variances assumed	,760	,385	-,463	144
	Equal variances not assumed			-,463	142,665

Independent Samples Test

		t-test for Equality of Means		
		Sig. (2-tailed)	Mean Difference	Std. Error Difference
X1.1	Equal variances assumed	,873	-,014	,085
	Equal variances not assumed	,873	-,014	,085
X1.2	Equal variances assumed	1,000	,000	,057
	Equal variances not assumed	1,000	,000	,057
X1.3	Equal variances assumed	,513	-,068	,104
	Equal variances not assumed	,513	-,068	,104
ALTRUISM	Equal variances assumed	,644	-,082	,178
	Equal variances not assumed	,644	-,082	,178

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
X1.1	Equal variances assumed	-,182	,155
	Equal variances not assumed	-,183	,155
X1.2	Equal variances assumed	-,113	,113
	Equal variances not assumed	-,113	,113
X1.3	Equal variances assumed	-,275	,138
	Equal variances not assumed	-,275	,138
ALTRUISM	Equal variances assumed	-,433	,269
	Equal variances not assumed	-,433	,269

T-TEST GROUPS=STATUS(1 2)
 /MISSING=ANALYSIS
 /VARIABLES=X2.1 X2.2 X2.3 X2
 /CRITERIA=CI(.95).

T-Test

Group Statistics

	KARYAWAN	N	Mean	Std. Deviation	Std. Error Mean
X2.1	TETAP	73	3,27	,507	,059
	TIDAK TETAP	73	3,32	,468	,055
X2.2	TETAP	73	3,19	,396	,046
	TIDAK TETAP	73	3,11	,393	,046
X2.3	TETAP	73	2,84	,601	,070
	TIDAK TETAP	73	2,89	,393	,046
CONSCIENTIOUSNESS	TETAP	73	9,30	1,063	,124
	TIDAK TETAP	73	9,32	,780	,091

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means
		F	Sig.	t
X2.1	Equal variances assumed	,028	,867	-,509
	Equal variances not assumed			-,509
X2.2	Equal variances assumed	2,070	,152	1,258
	Equal variances not assumed			1,258
X2.3	Equal variances assumed	3,395	,067	-,652
	Equal variances not assumed			-,652
CONSCIENTIOUSNESS	Equal variances assumed	2,808	,096	-,089
	Equal variances not assumed			-,089

Independent Samples Test

		t-test for Equality of Means		
		Df	Sig. (2-tailed)	Mean Difference
X2.1	Equal variances assumed	144	,612	-,041
	Equal variances not assumed	143,067	,612	-,041
X2.2	Equal variances assumed	144	,210	,082
	Equal variances not assumed	143,989	,210	,082
X2.3	Equal variances assumed	144	,516	-,055
	Equal variances not assumed	124,037	,516	-,055
CONSCIENTIOUSNESS	Equal variances assumed	144	,929	-,014
	Equal variances not assumed	132,064	,929	-,014

Independent Samples Test

		t-test for Equality of Means	
		Std. Error Difference	95% Confidence Interval of the Difference
			Lower
X2.1	Equal variances assumed	.081	-.201
	Equal variances not assumed	.081	-.201
X2.2	Equal variances assumed	.065	-.047
	Equal variances not assumed	.065	-.047
X2.3	Equal variances assumed	.084	-.221
	Equal variances not assumed	.084	-.221
CONSCIENTIOUSNESS	Equal variances assumed	.154	-.319
	Equal variances not assumed	.154	-.319

Independent Samples Test

		t-test for Equality of Means
		95% Confidence Interval of the Difference
		Upper
X2.1	Equal variances assumed	.119
	Equal variances not assumed	.119
X2.2	Equal variances assumed	.211
	Equal variances not assumed	.211
X2.3	Equal variances assumed	.111
	Equal variances not assumed	.112
CONSCIENTIOUSNESS	Equal variances assumed	.291
	Equal variances not assumed	.292

T-TEST GROUPS=STATUS(1 2)

/MISSING=ANALYSIS

/VARIABLES=X3.1 X3.2 X3.3 X3

/CRITERIA=CI(.95).

T-Test

Group Statistics

	KARYAWAN	N	Mean	Std. Deviation	Std. Error Mean
X3.1	TETAP	73	2,99	,456	,053
	TIDAK TETAP	73	3,07	,347	,041
X3.2	TETAP	73	2,96	,484	,057
	TIDAK TETAP	73	2,99	,353	,041
X3.3	TETAP	73	3,05	,437	,051
	TIDAK TETAP	73	3,07	,254	,030
SPORTMANSHIP	TETAP	73	9,00	,986	,115
	TIDAK TETAP	73	9,12	,644	,075

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means	
		F	Sig.	t	df
X3.1	Equal variances assumed	,414	,521	-1,225	144
	Equal variances not assumed			-1,225	134,373
X3.2	Equal variances assumed	4,391	,038	-,391	144
	Equal variances not assumed			-,391	131,738
X3.3	Equal variances assumed	4,400	,038	-,231	144
	Equal variances not assumed			-,231	115,679
SPORTMANSHIP	Equal variances assumed	4,003	,047	-,894	144
	Equal variances not assumed			-,894	124,006

Independent Samples Test

		t-test for Equality of Means		
		Sig. (2-tailed)	Mean Difference	Std. Error Difference
X3.1	Equal variances assumed	,222	-,082	,067
	Equal variances not assumed	,223	-,082	,067
X3.2	Equal variances assumed	,697	-,027	,070
	Equal variances not assumed	,697	-,027	,070
X3.3	Equal variances assumed	,817	-,014	,059
	Equal variances not assumed	,818	-,014	,059
SPORTMANSHIP	Equal variances assumed	,373	-,123	,138
	Equal variances not assumed	,373	-,123	,138

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
X3.1	Equal variances assumed	-,215	,050
	Equal variances not assumed	-,215	,050
X3.2	Equal variances assumed	-,166	,111
	Equal variances not assumed	-,166	,111
X3.3	Equal variances assumed	-,131	,103
	Equal variances not assumed	-,131	,104
SPORTMANSHIP	Equal variances assumed	-,396	,149
	Equal variances not assumed	-,396	,150

T-TEST GROUPS=STATUS(1 2)
 /MISSING=ANALYSIS
 /VARIABLES=X4.1 X4.2 X4.3 X4
 /CRITERIA=CI(.95).

T-Test

Group Statistics

	KARYAWAN	N	Mean	Std. Deviation	Std. Error Mean
X4.1	TETAP	73	3,04	,389	,045
	TIDAK TETAP	73	3,05	,369	,043
X4.2	TETAP	73	3,12	,371	,043
	TIDAK TETAP	73	3,03	,234	,027
X4.3	TETAP	73	3,14	,346	,041
	TIDAK TETAP	73	3,11	,356	,042
COURTESY	TETAP	73	9,03	1,472	,172
	TIDAK TETAP	73	9,04	1,252	,147

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means	
		F	Sig.	t	Df
X4.1	Equal variances assumed	,002	,962	-,219	144
	Equal variances not assumed			-,219	143,596
X4.2	Equal variances assumed	14,740	,000	1,869	144
	Equal variances not assumed			1,869	121,555
X4.3	Equal variances assumed	,148	,701	,471	144
	Equal variances not assumed			,471	143,889
COURTESY	Equal variances assumed	,190	,664	-,061	144
	Equal variances not assumed			-,061	140,396

Independent Samples Test

		t-test for Equality of Means		
		Sig. (2-tailed)	Mean Difference	Std. Error Difference
X4.1	Equal variances assumed	,827	-,014	,063
	Equal variances not assumed	,827	-,014	,063
X4.2	Equal variances assumed	,064	,096	,051
	Equal variances not assumed	,064	,096	,051
X4.3	Equal variances assumed	,638	,027	,058
	Equal variances not assumed	,638	,027	,058
COURTESY	Equal variances assumed	,952	-,014	,226
	Equal variances not assumed	,952	-,014	,226

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
X4.1	Equal variances assumed	-,138	,110
	Equal variances not assumed	-,138	,110
X4.2	Equal variances assumed	-,006	,197
	Equal variances not assumed	-,006	,197
X4.3	Equal variances assumed	-,087	,142
	Equal variances not assumed	-,087	,142
COURTESY	Equal variances assumed	-,461	,433
	Equal variances not assumed	-,461	,433

T-TEST GROUPS=STATUS(1 2)

/MISSING=ANALYSIS

/VARIABLES=X5.1 X5.2 X5.3 X5

/CRITERIA=CI(.95).

T-Test

Group Statistics

	KARYAWAN	N	Mean	Std. Deviation	Std. Error Mean
X5.1	TETAP	73	3,00	,000	,000
	TIDAK TETAP	73	2,99	,263	,031
X5.2	TETAP	73	3,11	,315	,037
	TIDAK TETAP	73	3,08	,363	,043
X5.3	TETAP	73	3,23	,426	,050
	TIDAK TETAP	73	3,19	,396	,046
CIVIC VIRTUE	TETAP	73	9,34	,628	,074
	TIDAK TETAP	73	9,26	,817	,096

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means	
		F	Sig.	t	df
X5.1	Equal variances assumed	7,665	,006	,445	144
	Equal variances not assumed			,445	72,000
X5.2	Equal variances assumed	,017	,895	,487	144
	Equal variances not assumed			,487	141,101
X5.3	Equal variances assumed	1,465	,228	,604	144
	Equal variances not assumed			,604	143,280
CIVIC VIRTUE	Equal variances assumed	,391	,533	,681	144
	Equal variances not assumed			,681	135,114

Independent Samples Test

		t-test for Equality of Means		
		Sig. (2-tailed)	Mean Difference	Std. Error Difference
X5.1	Equal variances assumed	,657	,014	,031
	Equal variances not assumed	,658	,014	,031
X5.2	Equal variances assumed	,627	,027	,056
	Equal variances not assumed	,627	,027	,056
X5.3	Equal variances assumed	,547	,041	,068
	Equal variances not assumed	,547	,041	,068
CIVIC VIRTUE	Equal variances assumed	,497	,082	,121
	Equal variances not assumed	,497	,082	,121

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
X5.1	Equal variances assumed	-,047	,075
	Equal variances not assumed	-,048	,075
X5.2	Equal variances assumed	-,084	,139
	Equal variances not assumed	-,084	,139
X5.3	Equal variances assumed	-,093	,176
	Equal variances not assumed	-,093	,176
CIVIC VIRTUE	Equal variances assumed	-,156	,321
	Equal variances not assumed	-,156	,321